The UMMS Faculty Scholars Award: Reach for the Sky - Supporting & Advancing Faculty Growth During Times of Increased Family Care Responsibilities

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Background
Research shows that heavy responsibilities for family care can impede talented junior faculty from meeting career goals. One practical solution to this challenge is to provide supplementary funding to enable a researcher or clinician to continue their research and scholarly activities while meeting family obligations; thus the UMMS Faculty Scholars Award was created.

Description of the UMMS Faculty Scholar Award
• Developed by Women’s Faculty Committee; Women’s Leadership Work Group; Faculty Affairs
• Funded by UMMS, Clinical and Translational Science Center, & UMass Memorial Health Care
• Provides up to $3,000/year per year award with a 2 awards given per year
• Funds may be used for personnel, supplies, and/or clinical time buy-out
• Eligibility criteria: male or female, assistant or associate professor, tenure or non-tenure track.

Goals & Objectives
• To assist faculty during a finite period of increased family care responsibilities
• To provide resources to researchers/clinicians who need to focus on research/scholarly activities
• To enable faculty to surmount barriers that inhibit academic productivity and advancement
• To increase diversity and representation of women at higher faculty ranks
• To lessen efforts which promote gender equity.

Application Requirements
• 1 page personal statement
• 2 page project plan
• 2 letters of support

To describe the impact of the UMMS Faculty Scholar Award as a mechanism to support faculty during periods of increased family care responsibilities.

Methods
Evaluation Criteria
• Personal statement reflecting responsibility for care of children, partner or family member(s)
• How effectively award will address applicant’s needs and benefit their progress
• Quality of applicant’s academic achievements and potential for future productivity
• Quality of proposed research or scholarly project
• Probability of project requiring external funding
• Support for application via letters of support.

Results

<table>
<thead>
<tr>
<th>Funds</th>
<th>Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Scholars</td>
<td>3</td>
</tr>
<tr>
<td>Faculty Scholars</td>
<td>2</td>
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Outcomes

<table>
<thead>
<tr>
<th>Goal</th>
<th>Achieved</th>
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| Increased scholarly productivity and academic advancement of junior faculty | Yes, increased productivity and academic advancement observed for junior faculty scholars.
| Led to continued growth and support of umbrellas via peer-to-peer group mentoring | Yes, increased peer-to-peer mentoring observed.
| Increased departmental financial support for scholars’ academic pursuits | Yes, increased financial support observed.
| Increased institutional awareness of importance & value of tangible financial support for faculty | Yes, increased awareness observed.
| Become a successful mechanism to support junior faculty with increased family obligations. | Yes, mechanism proven successful.

Conclusions

UMMS Faculty Scholars Award Program has:
• Resulted in increased scholarly productivity and academic advancement of junior faculty.
• Led to continued growth and support of umbrellas via peer-to-peer group mentoring.
• Increased departmental financial support for scholars’ academic pursuits.
• Increased institutional awareness of importance & value of tangible financial support for faculty.
• Become a successful mechanism to support junior faculty with increased family obligations.